Unsocial Hours

Formal Offer for Staff in CFLL Social Care & Adults Social Care

Scope.

This offer is made in respect of staff in Social Care functions in Children, Families and Lifelong Learning and Adults Social Care who are on Surrey Pay Terms and Conditions of Service.

For the avoidance of doubt a schedule is appended to this offer setting out the staff groups in more detail. Staff who are not included in this list are not a recipient of the offer nor the payments once agreed/implemented and the current pay protection arrangements in respect of 'legacy' pay enhancements will come to an end as planned on 31 March 2022

In addition, as previously agreed, the following groups of staff where separate pay arrangements are in place are out of scope for this review:

- The LGV Engineering Technicians within Surrey Fire & Rescue Service.
- The Emergency Duty Team within Adults & Children's Social Care Services.
- Customer Services Test & Trace
- Highways Lab Technicians

The Offer

Staff employed in Adults and Children's Social Care service areas who are employed in roles graded at PS8 and below employed to work overnight (i.e., all of their working hours between 8pm and 8am) on a waking night basis would receive an enhancement of 50% (i.e., Time and a half) as part of their contractual terms and conditions. Staff who also work an overnight shift as above on a non-contractual basis will also receive payment of time and a half in respect of these shifts worked.

In addition, the enhancement of 50% (i.e., time and half) will be apply to all hours worked on a Saturday, Sunday, and each Bank Holiday

Note: Bank Holidays include all bank holidays designated by SCC. Currently there are 8 such days in a calendar year, but from time to time additional days may be so designated for which the above payments would apply.

All payments would be in complete recompense and no additional compensatory time off would be given.

Rationale

The Council believes that this is a strong offer and has the following benefits;

- It is simple and straightforward to administer and understand
- It is attractive to staff to ensure high levels of recruitment and retention in shortage areas, and this will in turn ensure quality and consistency of service delivery in crucial services.

- It addresses the fact that many of the staff impacted are low paid and need to be fairly remunerated
- Many of the roles impacted are a gateway to a career in Social Care and it is important to attract and retain good people who can then progress
- Although the scheme carries costs, these would be balanced by both improvements to service delivery and cost avoidance by having a stable workforce.

Comparisons with Tier Payments.

To receive a payment under the interim Tier Payment scheme staff were contractually required to work at least 10% of their hours at one of the unsocial times set out in the tiers below. The annual tier payment is based on full time working and pro-rated for part time working.

Tier 1: £1,250 per annum

- Working hours between 8pm to 10 pm and
- 6am to 8 am (weekdays, if not worked as part of a night shift)
- Any hours worked on a Saturday or Sunday that do not fall into tier 2 (i.e., hours before 10pm and after 8am)
- Bank Holidays

Tier 2: £2,750 per annum

- Overnight working between 10.00pm to 8.00am
- The shift must commence before midnight and end after midnight
- A minimum of 7 hours must be worked per overnight shift.

Implementation Date

The County Council aims to reach a collective agreement in order that the new scheme can come into effect on 1st April 2022.

To confirm arrangements put into place in July 2021, all legacy pay protection payments will come to an end on 31st March 2022.   However, in order to effect a smooth transition onto the new arrangements, the interim tier payments for the staff in the scope of this offer will remain for a further month until 30th April 2022. These payments will be offset against the new payments and the balance of any payments due from the 1st April under the new scheme will be paid in May.